Emory University Employee Council Meeting Minutes

November 19, 2014

- Call to Order- 12:13pm
- Words from the EC President- Anita Yarbourgh
- Approval of the minutes- Koya Alford
  - Motion Moved- David Troutman
  - Second by- Audrey Turner
  - Vote carried that the September minutes were approved.
- **Class and Labor Phase 1**- Eric Bymaster (Countess Hughes- Senate Rep for the Employee Council)
  - This was created surrounding different issues on campus concerning contract workers being treated fairly.
  - 62 recommendations were given to University Senate Committee
  - Underlying theme of all recommendations was to treat others the way you want to be treated; “The Golden Rule”
  - These are a couple of things that are still being worked on:
    - Promotion and Reclassification reviews- HR is supposed to report this information to the Council at least annually. This also includes information about hiring.
    - Making sure the Council has access to the leadership of their units.
    - The Council should continue to review and develop their role in the University
  - **Question**: What does it mean when it is said that we are holding each other accountable?
    - Answer: Find ways to make people want to be accountable and positive. Perhaps provide recognition.
  - **Question**: What recommendations were taken to HR and approved that brought us to this point?
    - Answer: Issues concerning professional developing, training staff, allowing staff to take part in professional development. We are posting all of the actions taken on the University Senate website with our report information.
  - (Countess Hughes) The Senate developed a pledge which is about how we could create an environment of respect as well as a mutual benefit and where everyone knows what we stand for. What we are working on now is a method for getting this information about professional development out to our peers?
  - **Questions**: Have you had the chance to reach out the Oxford campus?
    - Answer: No. Not yet.
  - **Suggestion**: Perhaps if we could find a way to make a visual reminder to be respectful.
  - **Suggestion**: This can be announced at the Town Hall meeting to increase the number of people hearing about this initiative.
• **Class and Labor Phase II (Faculty)**- Grey Crouse/Nadine Kaslow
  
  o This committee was charged to focus on the ways in which class and its related distinctions of power and status affect the life and work of faculty members.
  
  o There seems to be a difference in the view points between Staff and Faculty.
    
    - Some members of the staff feel as if the faculty views them as service workers.
    - Focus groups for faculty have been formed but focus groups for staff have yet to be formed.
  
  o The committee would like staff to think about and answer the following questions:
    
    - Do you perceive class issues in terms of your or others’ interactions with faculty? If so, what are they?
    - How do class dynamics impact relationships between staff and faculty?
    - What is the perception of regular track non-tenured faculty versus faculty who are?

• **ACCD Summary Report** (Advisory Council of Community and Diversity)- Dona Yarbrough
  
  o The report outlines what activities were done in the previous year that involved community and diversity. In addition to this, the goal of the activity must be stated and whether or not the goal was met.
  
  o This is done to help each division incorporate community and diversity within their division.
  
  o The data used in the report is currently based on race and gender but the committee is looking for more ways to define diversity.
  
  o Challenges that arise:
    
    - Communication and transparency between leadership and staff.
    - Recruiting diverse groups within the staff as you go up the ladder of leadership.
  
  o Recommendations are given to divisions for:
    
    - Creating a plan to increase diversity among senior leadership and faculty
    - Solving the patient language barrier in the hospital setting
    - Developing systematic way of training doctors on patient diversity
    - Developing a method to analyze staff diversity
    - Exploring the need for cultural transformation concerning cultural competency
    - Revising the definitions of Community and diversity

• **Report Review**
  
  o **Past President (Senate Reps)**= LaDonna Cherry
    
    - Thanks for the volunteers for the University Senate.
    - We actually have too many so we will alternate.
    - We will meet at three in the library prior to the meeting; this is to make sure that every voting member is aware of the issues before voting.
  
  o **Treasurer**- Greg Johnstone
    
    - End of the year holiday party will take place in December and will be in the place of the monthly meeting.
• We are looking for volunteers to help with the planning. Just email Greg.
• The holiday party will be held at the Carlos museum.
  o Hardship Fund- Countess Hughes
    • Donations received: $143,462
    • Awards given: $80,426
    • Account balance: $63,036
    • Monthly payroll contributions (August): $2,235.71
    • This information is valid through the date of 10/2/2014
    • Please continue to get the word out about the Hardship Fund.
    • Countess would like for everyone to select a month that you will be able to collect donations for the Fund.
    • Countess is willing to talk to groups about the Fund.
    • Question: How do you give checks to the Fund?
      • Answer: Go to the website to get the information about where you can send your donations.
    • Question: Does this have anything to do with HR?
      • Answer: No. It is managed by Work/Life Resources. HR is only contacted about eligibility.
  o Membership Chair- Jonetta James
    • The council Reps will receive a list of the areas and departments the fall under their representation. Make sure all staff members within your responsibility know who you are and vice versa.
    • The listserv and website have been updated.
    • Please email Jonetta James if you have not been getting the membership emails
    • Resumes for the Historian candidates have been sent out.
  o Vote for Historian determined Paul Ficklin-Alred
• Old Business- Linda Jackson
  o Essay Contest- Please continue to talk to staff members about the Essay Contest.

• Meeting Adjourned 1:48pm